

It's important that this be a choice for employees. I should say that most employers in America would like this option. And there's a lot of support among employers for giving this kind of option. But it's also important how it's designed, because it will only work as a family-friendly decision if there's a genuine partnership, which means, to go back to what our friend from Saturn says, this is a case where the employee has to make the decision. And that's very important. There must be complete freedom to choose. If you're required to work overtime in your job or you're given the chance to work overtime, then you, the employee, must get the choice of whether to take the overtime in money or time. Otherwise it could simply open the door wide for abuse of the overtime laws, so that families that need the overtime income could fall behind. But if it is honestly administered and fairly given to the employee, think what a difference it could make in critical family situations.

Now, this is a case where more than anything else I think we have to change the culture. But we have to write strong protections into the law. And if you have any doubt, just look at the front page of the Wall Street Journal today, which talks about, in contrast to these companies, the widespread abuse of the overtime laws and how a lot of people are entitled to it and can't get it. So we'll have to write this law in a way that protects the employees. Otherwise, we'll have even more of what is already a problem that is bigger than the Labor Department can manage with its present resources.

But I believe it's important. We have got to develop flextime proposals that recognize that Americans have priorities at home as well as at work. But if we do this, if we give people the opportunity to earn overtime and then take it in cash or time at their discretion and if we pass family leave II so that people can do

some ordinary work that is profoundly important over the life of their children or their families as well as deal with the emergencies, I believe this will be a stronger country. I believe we will have a stronger economy. I know we will have stronger children in stronger families. And that is the most important thing of all.

So let me say again, I'm very grateful to Al and Tipper Gore for doing this. It means a lot to Hillary and me just to know that they're our friends and our partners and that they share our values about this. There is nothing more important, I will say again, than doing a good job of raising our kids. I still think I did the right thing, even though I have lost some valued employees, in telling every one of them to leave if they ever thought their responsibilities at home were threatened.

The Talmud says: Every blade of grass has its angel that bends over it and whispers, "grow, grow." Our children are those blades of grass, and we must be their better angels.

Thank you, and God bless you all.

NOTE: The President spoke at 11:30 a.m. in Polk Theater at the Tennessee Performing Arts Center to participants in Family Re-Union V: Family and Work. In his remarks, he referred to conference cosponsors Martha Farrell Erickson, director, University of Minnesota Children, Youth, and Family Consortium, and Tennessee House Majority Leader Bill Purcell; Tennessee House Speaker Jimmy Naifeh; Lt. Gov. John Wilder and Attorney General Charles Burson of Tennessee; Attorney General Hubert H. Humphrey III of Minnesota; and the following conference speakers: Deloris Jordan, president and cofounder, Michael Jordan Foundation; Robert Pollard, mentor in a teen father program; Deborah Allen, single working mother; Capt. Gregory Bryant, USMC; Vance Opperman, president, West Publishing Co.; and Bob Boruff, vice president-manufacturing, Saturn Corp.

Statement on the Retirement of Archbishop Desmond Tutu

June 24, 1996

The world stood in awe as South Africa overcame apartheid to take its place as a global leader and inspiration to mankind. Archbishop

Desmond Tutu epitomizes the process of triumphant, democratic transformation. A leader in both struggle and reconciliation, Archbishop

Tutu reminds us that the search for justice begins in the heart. His appeal to conscience brought out the best in all South Africans, and his leadership leaves a legacy of decency and spiritual renewal. On behalf of the American people, I extend this heartfelt tribute to Arch-

bishop Tutu as a token of our profound respect and lasting admiration.

NOTE: This statement is the text of a message sent by the President to the retirement ceremony for Archbishop Tutu in South Africa.

Message to the Congress Reporting a Budget Deferral *June 24, 1996*

To the Congress of the United States:

In accordance with the Congressional Budget and Impoundment Control Act of 1974, I herewith report one revised deferral of budgetary resources, totaling \$7.4 million. The deferral affects the Social Security Administration.

WILLIAM J. CLINTON

The White House,

June 24, 1996.

NOTE: The report detailing the deferral was published in the *Federal Register* on July 3.

Remarks at a Democratic National Committee Reception in New York City *June 24, 1996*

Thank you very much. I want to—I sort of want to quit while I’m ahead. [Laughter] I’ve had a wonderful time. Thank you, Wynton Marsalis, and thank you, all you musicians. You were magnificent. Mr. Marsalis, you know, is probably the only great musician today who has basically proved himself a genius at both classical and jazz music. And he’s a great American treasure. I’m honored to have his support and to have him here tonight. Thank you very much.

Thank you, Senator Moynihan. I never fail to learn something from Senator Moynihan. And shoot, I didn’t know that no other President had a long economic expansion with very low unemployment and high inflation. I knew it was the best in 27 years; I didn’t know it never happened before. [Laughter] They accuse me of overstatement. [Laughter] Senator Moynihan’s my dictionary of established truth and fact in America. We have been understating the economic achievements of this administration. Thank you very much.

I always love being with Al Franken, but when I close my eyes I sometimes think that—I have this eerie experience that I’m on the same stage with Al D’Amato. [Laughter] He

sounds more like Senator D’Amato than Senator D’Amato. [Laughter] You know, when Al got up here—I never know what he’s going to say; that makes two of us. [Laughter] He made that crack about the White House not making any mistakes. I thought to myself, we’re about to see one unfold right here on the podium. [Laughter] But if you haven’t read his book, you ought to read it. It’s shameless for me to say, but it’s a good book for our side. If you read Al Franken’s book and James Carville’s book, “We’re Right and They’re Wrong,” you know all you need to know to take you all the way to November. They’ll get you through there.

I’d like to just take a few moments to speak somewhat seriously about this election. I have to speak seriously. I used to be funny, and they told me it wasn’t Presidential, so I had to stop. The other day I was at one of these—an event rather like this, and there was a young boy there who was 10 years old. His father brought him. And this young man walked up and shook my hand. And just as mature as you please, he said, “Mr. President, I imagine once you become President it’s rather difficult to find a joke you can tell in public, isn’t it?” [Laughter]